



TIAA Retirement Insights Survey

Recent trends in financial wellness, retirement readiness and guaranteed lifetime income

Key learnings from 2020

Month 00, 0000

BUILT TO PERFORM.

CREATED TO SERVE.

Key learnings: A vastly changing landscape for retirement plans



**Plan sponsors are increasingly concerned
about risks that participants face.**



Long-term impact
of COVID-19 on
preparing for a
comfortable
retirement



Balancing
healthcare and
retirement benefits
for greater focus
on financial
well-being



Market effects on
spending and
savings habits

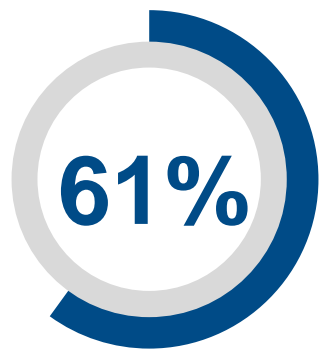


Consider programs
that offer
guaranteed income
in retirement

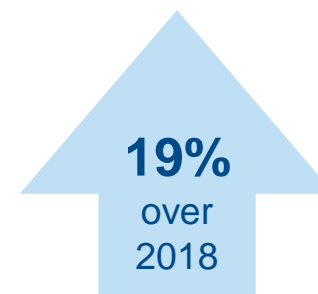


Address the
priorities of
participants under
age 40 around
debt management
and personal
budgeting

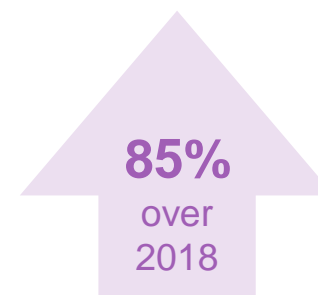
The long-term impact of COVID-19 on plan participants' ability to prepare for a comfortable retirement



Plan sponsors concerned about **early withdrawal/loan penalties**



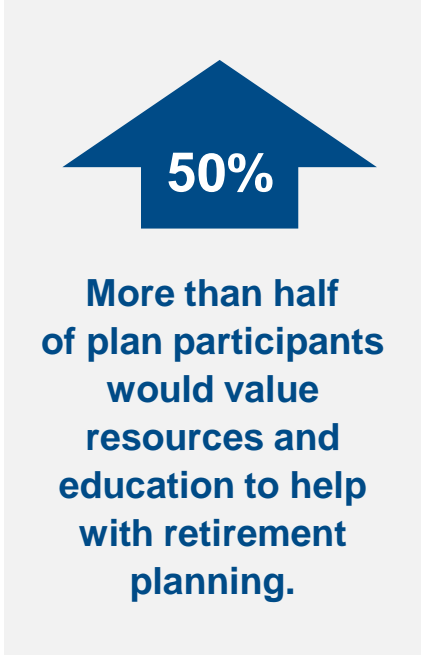
Plan sponsors concerned about **lack of diversification**



A focus on short-term concerns may negatively impact attention on longer-term issues:

- Not saving enough
- Outliving savings
- Lack of financial education

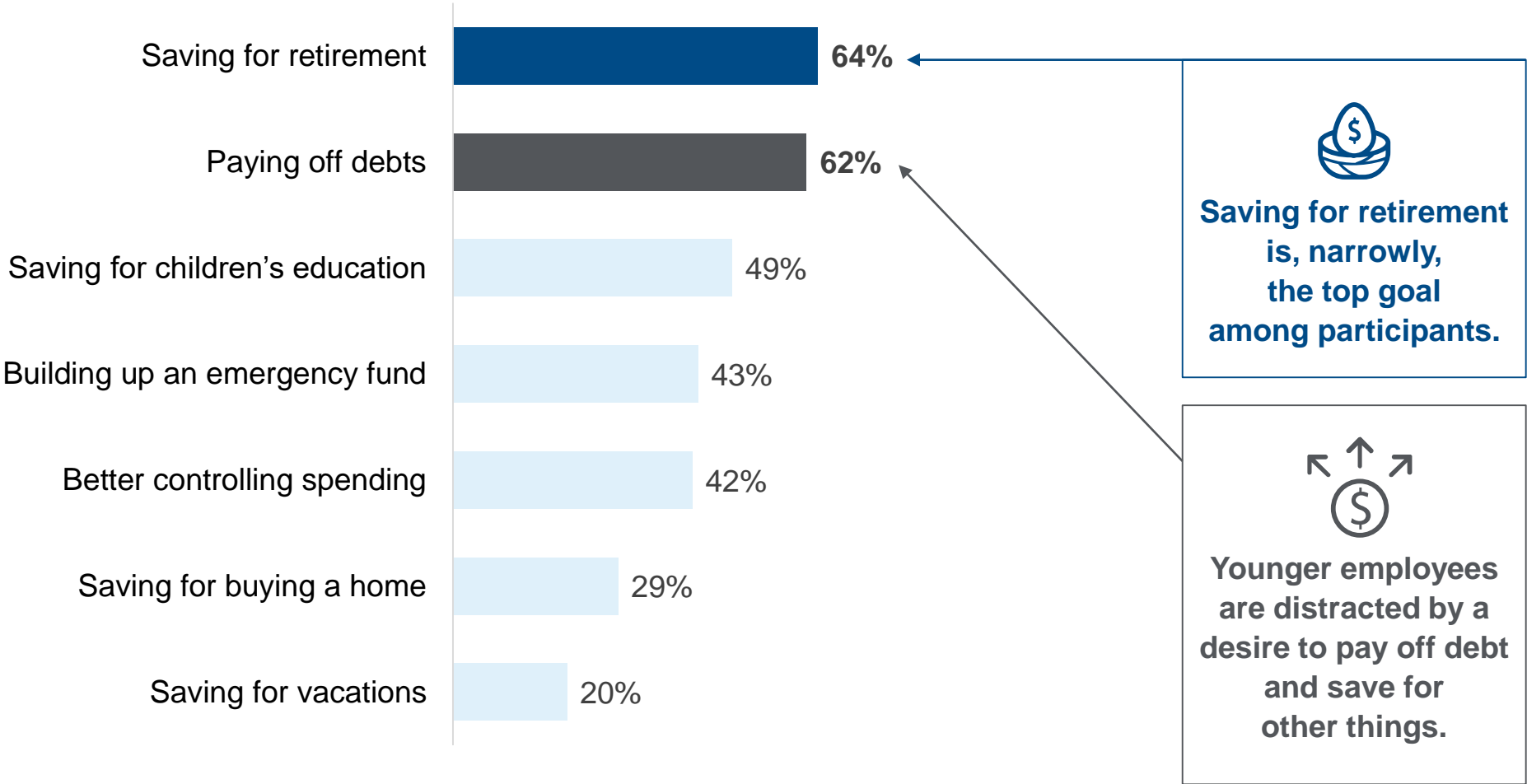
A divide in perceptions between plan sponsors and employees about caring for financial wellness



Retirement savings is only one area where employees need help to improve their financial wellness



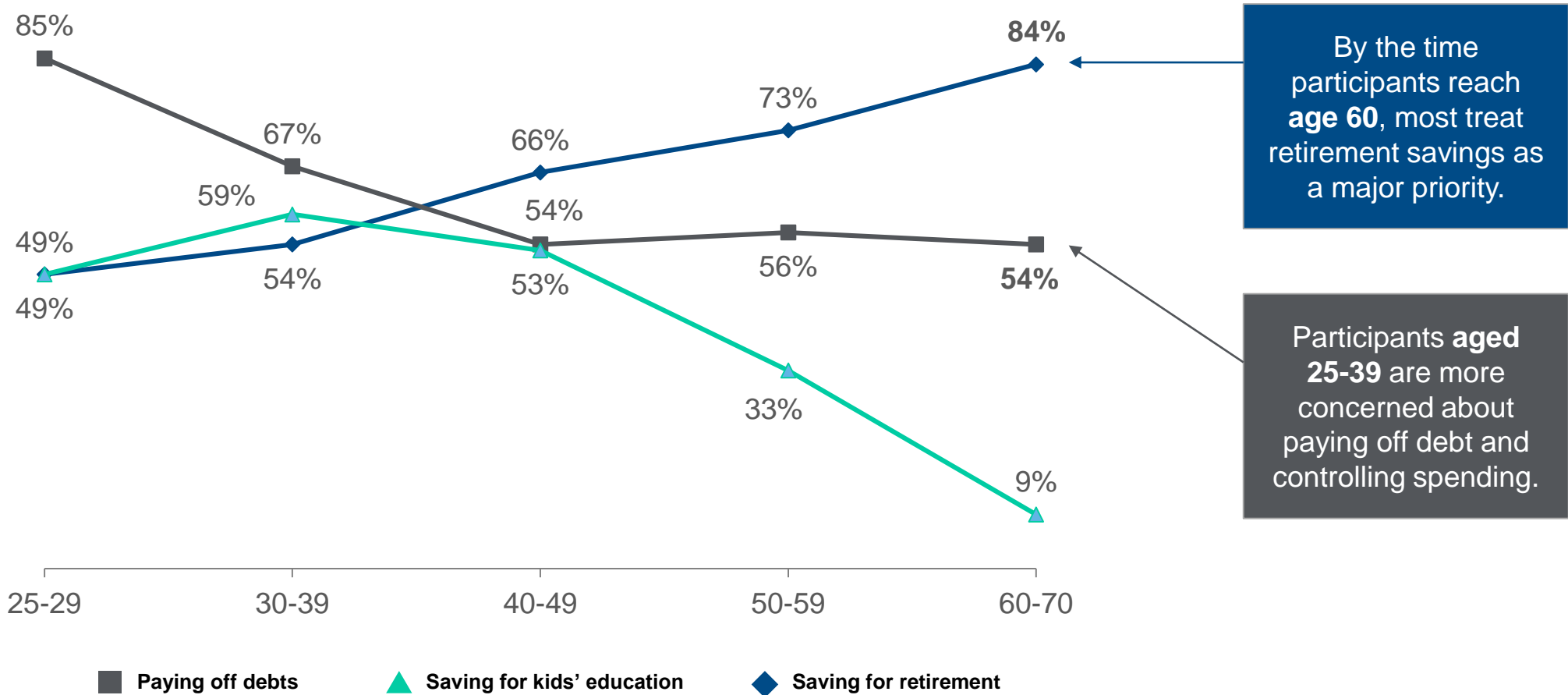
Major Financial Goals



The role age plays in prioritizing retirement savings speaks to the need for diversified messaging to improve engagement



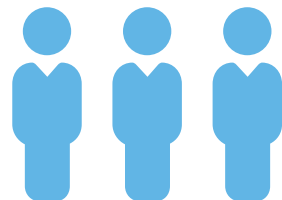
Major Financial Goals by Age



More and more plan sponsors begin to see retirement plans as not just accumulation vehicles



The imperative of retirement income is in the forefront of plan sponsors' minds.



3x as many plan sponsors than just two years ago say the plan should provide employees secure retirement income.

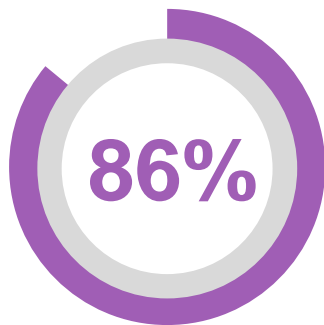
#1

"Enabling adequate income replacement" is **the single-biggest influence** on overall plan design.

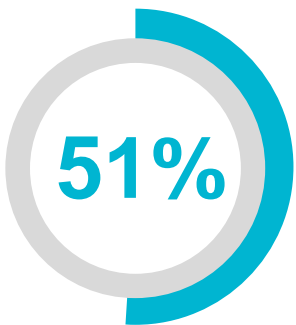
Guaranteed lifetime income is considered by plan sponsors and plan participants to be critical to financial wellness



Plan sponsors and plan participants equally consider access to guaranteed income in retirement highly valuable in a program.



Plan sponsors who offer in-plan guaranteed lifetime income options consider them highly valuable



Plan participants say they are interested in an in-plan guaranteed lifetime income annuity

Retirement income calculators/projections motivate participants to increase plan contributions



Engaging employees in the plan is more than enrollment numbers: Resources, education, and consultation move employees to action.



Only 4 in 10 employees are financially planning beyond one year.

Among plan participants
who have received
a retirement income projection

61%

considered it helpful

Among plan participants
who have not received
a retirement income projection

66%

think it would be helpful



**Retirement income
projections provide a
valuable insight for
plan participants.**

TIAA helps plan sponsors and participants pursue financial wellness



#1 not-for-profit retirement market provider in assets and participant accounts¹

TIAA is a Fortune 100 services organization committed to helping institutions and individuals pursue positive outcomes through an array of global, diversified financial services and a long-term investment perspective. We manage:



\$1.3 trillion
assets under
management²



15,000
institutions serviced
by TIAA³



5 million
plan participants

Talk with TIAA today



TIAA is ready to speak with you about how you may consider enhancements to your plan, for instance:

- Leverage SECURE Act provisions to explore in-plan lifetime income options
- Review your plan's default innovative solutions
- Consider your contribution and match strategies based a more efficient default

Call your Relationship Manager, or email TIAA at **XXX@tiaa.org**.

¹ Based on data from 56 providers in PLANSPONSOR magazine's 2019 DC Recordkeeping Survey, combined 457, 403(b) and money purchase plan data as of December 31, 2018.

² As of 12/31/20

³ Includes unique institutional clients serviced by TIAA for either retirement or Keogh plans (prior versions of this fact-sheet utilized a more broadly inclusive definition of "institutions").

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